

## Human Resources Bulletin 99-16

### Sustaining Base Leadership and Management Course (SBLM) Training Opportunity

Application packages for SBLM resident course 00-2 (23 May – 11 Aug 00) and non-resident course 01 (14 Aug – 27 Jul 01) will be due to HQ USACE on 29 Nov 99. If you are interested in applying, on-line forms and instructions for completing the package can be found on the CPOL internet page (<http://www.cpol.army.mil>) under the Training category. Completed packages must arrive at the Division Office for review and endorsement no later than 22 Nov 99. This course is designed to develop leadership and management skills and is open to GS-12 level and above applicants. The resident course is 12 weeks in duration and is given at Ft. Belvoir, while the non-resident course is 11 months long and consists of seminars, conferences and cyber-studies.

### Federal Employees Group Life Insurance - Revised Incontestability Information

Public Law 105-311, the Federal Employees Life Insurance Improvement Act, made the incontestability provision a part of the law. Incontestability is allowing erroneous coverage (coverage that the employee should not have qualified for) to remain in effect under the following conditions: (1) the coverage must have been in effect for at least 2 years before the error is discovered, and (2) the employee (or annuitant or person receiving workers compensation) must have paid the applicable premiums for the erroneous coverage while it was in effect. Incontestability does not apply unless **both** conditions are met.

The statutory changes apply to any findings made on or after October 30, 1998. If **both** conditions above are met, then incontestability applies. If the employee (or annuitant or compensation) doesn't want the erroneous coverage, he/she may cancel it. However, the cancellation is prospective. There is no refund of premiums.

### Defense Leadership and Management Program (DLAMP)

The purpose of DLAMP is to establish a DOD-wide program for developing future civilian leaders with a DOD-wide capability to: Enable them to assume broader responsibility in an increasingly complex environment; Expand their knowledge of the Department's national security mission; Strengthen communication and trust among senior military and civilian leaders.

DLAMP was established in response to *The Report of the Commission on Roles and Missions of the Armed Forces*. The report made recommendations for attracting and retaining higher quality senior GS/GM and career SES employees in the Department of Defense by implementing a program requiring mandatory rotational assignments and a structured educational system.

Early on, the DLAMP staff partnered with other educational institutions to develop the curriculum for the program. The Army, Navy, Air, and National War Colleges and the Industrial College of the Armed Forces now include DoD civilians in their 10-month professional military education (PME) courses. The National Defense University (NDU) was funded to develop a three-month PME course specifically for DLAMP. The Center for the Defense Leadership and Management Program (CDLAMP) was established at the NDU to conduct this course. The DLAMP team also partnered with a consortium of Universities accredited by the American Assembly of Collegiate Schools of Business to provide "state-of-the art" graduate level courses.

While DLAMP is a long-term development program, the tangible successes to date are noteworthy. Twenty-six graduate-level courses have been developed in seven broad curriculum areas to include finance, information systems, economics, human resources, quantitative tools, and law and public policy. By the end of FY 99, 63 courses were conducted, with 863 participants in attendance. During Fiscal Year 2000, 90 courses are scheduled. The Senior Service Schools have added 90 seats for civilians to attend senior-level PME courses. Thus far, 99 DLAMP participants have completed a 10-month PME course with an additional 83 having begun a course in August 1999. Forty-eight participants have graduated from the three-month PME conducted at CDLAMP. Over 200 rotational assignment opportunities across the Department have been made available to DLAMP participants and twenty individuals have been selected for the Senior Executive Service while participating in the program. In partnership with the Defense Finance and Accounting Service (DFAS), DLAMP is planning a permanent residential schoolhouse facility in Southbridge, Massachusetts. If you are a GS-13/14/15 interested in applying for DLAMP, watch for an announcement in this bulletin this summer.

#### Prevailing Rate Employee Pay Schedules Capped, Delayed

Pay schedule increases for the Federal prevailing rate employee workforce will once again be capped this fiscal year. Section 613 of the Treasury and General Government Appropriations Act, 2000 (PL 106-58) limits the maximum pay increase resulting from a wage survey to the average percentage change in the FY 2000 General Schedule (GS) and locality pay schedules. The Office of Personnel Management (OPM) will determine the percentage change when the GS and locality schedules are finalized; historically, this has been in early- to mid-December. Publication of prevailing rate schedules normally effective on or after October 1 will be postponed until that determination is made, thereby delaying wage schedule adjustments for about one third of the prevailing rate workforce. The Civilian Personnel Management Service Wage and Salary Division (WSD) will publish the delayed wage schedules upon receipt of the pay increase limitation percentage from OPM. The schedules will also be available on the WSD web site, [www.cpms.osd.mil/wage](http://www.cpms.osd.mil/wage). Each wage schedule will be retroactively effective to its normal effective date. The FY 2000 pay cap potentially affects the wage survey-generated increases for more than 275,000 appropriated fund and nonappropriated fund Federal Wage System (FWS) employees.

## DoD Displaced Employee Guide

DOD has published a revised pamphlet entitled, Displaced Employee Guide, Benefit and Entitlement Information. The revised pamphlet is dated July 1999, and it replaces the DOD pamphlet entitled, DOD Displaced Employees Information and Entitlements Pamphlet, DOD 1400.20-1-P, dated April 1993. A copy of the revised pamphlet should be given to any employee who receives a reduction in force or transfer of function notification. However, it is also a valuable source of general information for all employees. An electronic version of the pamphlet is available from either the Priority Placement Program Bulletin Board, or the DOD Civilian Personnel Management Service home page at <http://www.cpms.osd.mil/>.